Female apprentices are clustered in particular trades in the way that female college and university students tend to be clustered in certain program areas. In 1983-84, 85.4% of women in apprenticeship training were in the service category which includes traditionally female programs such as hairdresser and hair styling. Although women represent 7.3% of apprenticeship registrants from April, 1983 to March, 1984, if the service category is excluded, only 1.2% of apprentices are female. Table Sixteen lists the service trades in which women were enrolled as apprentices in 1983-84.

TABLE SIXTEEN

Female Enrolment in Regulated Service Apprenticeship Programs Ontario, April 1, 1983 – March 31, 1984

Program	Female Enrolment	Total Enrolment	Female as % Total
Hairdresser	134	150	89.3%
Hairstylist	216	308	70.1%
Barber	4	11	36.4%
Watch Repair	–	9	–
Cook BR 2	85	468	18.2%
Cook BR 1 Assistant	–	–	–
Radio & T.V.	–	3	–
Dry Cleaner	–	–	–
Baker	14	62	22.6%
Junior Baker	–	–	–
Patissier	4	8	50.0%
Printer Letter Press	–	–	–
Printer Lithographer	3	11	27.3%
Offset Pressman/woman	1	25	4.0%
Linotype Operator	–	–	–
Compositor	–	–	–
Pressman/woman Letter Compositor	–	–	–
Phototypesetting Compositor and Camera Technician	1	2	50.0%
	1	3	33.3%
Total (All Service Trades)	463	1,060	43.7%

CONCLUSION

The percentage of women enrolled in post-secondary educational institutions continues to increase. However, in both universities and colleges, women still tend to be concentrated in traditionally female programs. Continued effort is needed to encourage women to enter non-traditional fields of study as a broader range of educational and training programs will expand their opportunities in the labour force.

The Ontario Women's Directorate has published several publications designed to assist women in planning and preparing for rewarding careers:

1. *Job Search* – A booklet providing information on how to find a job; includes worksheets for self-assessment.
2. *Career Selector* – A series of seven booklets describing more than 180 careers, in fields such as business, health, science, technology, communications and industry. Information included covers working conditions, qualifications, training and remuneration.
3. *But What Else Can A Woman Be?* – A collection of newspaper articles about women in a wide variety of occupations.
4. *New Skills for Women: Technology and the Skilled Trades* – A brochure providing an overview of new opportunities in training and employment for women.

Footnotes

1. Statistics Canada, Labour Force Survey Division, unpublished Data.
2. Ibid.
3. All statistics on university enrolment are courtesy of the Ontario Ministry of Colleges and Universities, University Student Information System (USIS).
4. All statistics on college enrolment are courtesy of Ontario Ministry of Colleges and Universities, Ontario College Information System (OCIS).
5. Statistics on enrolment in apprenticeship programs are courtesy of Ontario Ministry of Colleges and Universities, Skills Development Division.

Ontario Women's Directorate

4th floor, Mowat Block
900 Bay Street
Toronto, Ontario
M7A 1C2
(416) 965-4801

435 James Street S.
Thunder Bay, Ontario
P7E 6E3
(807) 475-1691

Revised 8/85

Ontario Women's Directorate

Honourable Ian Scott,
Attorney General and
Minister Responsible
for Women's Issues

Women in the Labour Force "Education"

No. 5 in a series of fact sheets

INTRODUCTION

Working women are slightly better educated than their male counterparts. Although fewer women who work attended university, more of them completed high school or received a post-secondary certificate or diploma.

Despite the variety of courses open to them, most women continue to enrol in traditionally "female" programs. Women who attend university still tend to enrol in arts programs. At community colleges, a large percentage of female students enrol in nursing or secretarial courses. Only a minority of women train for high tech occupations or enter apprenticeship training.

Although more women than ever before are working in non-traditional fields, their numbers are still small. To get women out of the "job ghettoes" of clerical, service, and sales positions, they must receive the education and training that will enable them to work in a wider range of occupations. For a variety of reasons, such as traditionally held beliefs about which jobs are appropriate for women, they are still less likely than men to pursue many of the higher-paying occupations such as the skilled trades. This occupational segregation is one of the most significant factors contributing to the wage gap between males and females in Ontario.

Although women are slightly better educated than men they earn less, on average, because of the occupations they choose. To overcome this problem, women must be encouraged to receive the education and training that will enable them to enter the high-paying fields.

EDUCATION AND THE LABOUR FORCE

The level of educational attainment of the Ontario labour force continues to increase. In 1971, only 11.8% of women in the labour force had education beyond the high school level, in contrast with 37.8% of women in 1984.

Table One illustrates the levels of education attained by men and women in the work force. A higher percentage of women than men has more than grade nine education, but fewer women have a university degree.

TABLE ONE

Labour Force by Level of Education, Ontario 1984[1]

Highest Level of Education	% Women in Category	% Men in Category
Less than grade 9	9.4%	13.8%
High school certificate	52.8%	49.6%
Some post-secondary	11.3%	10.3%
Post-secondary certificate or diploma	14.4%	11.3%
University degree	12.1%	15.0%
Total	100.0%	100.0%

The more educated a woman is, the more likely she is to be in the labour force. Only 29.6% of women with less than a grade 9 education were in the Ontario labour force in 1984, compared to 77.6% of those with a university degree. As Table Two illustrates, the same trend is true for men. Male participation rates are higher than female participation rates in all categories.

This can be attributed largely to society's expectations that women bear the prime responsibility for child care within a family. If the family can manage on only one income, it is usually the wife, not the husband, who stays home with the children.

TABLE TWO

Labour Force Participation Rates by Level of Education, Ontario 1984[2]

Level of Education	Female	Male
Less than grade 9	29.6%	59.1%
High school	57.8%	79.9%
Some post-secondary	68.4%	79.9%
Post-secondary certificate or diploma	71.0%	89.9%
University degree	77.6%	90.8%
All levels	57.0%	78.5%

UNIVERSITY STUDENTS

Examination of university enrolment statistics demonstrates that the more advanced the program, the smaller the proportion of female students. During recent years, however, the proportion of female students at all levels has increased. In 1970, only 36% of the full-time undergraduate enrolment was female. By the 1983-84 school year, this percentage had increased to 47.4%. The fact that there are now almost as many female undergraduates as males is very encouraging. Hopefully this trend will also continue at the post-graduate levels.

TABLE THREE

Full-Time Enrolment as a Percentage of Total Full-Time Enrolment in Ontario Universities by Level of Study Selected Years, 1970-1983[3]

Academic Year	Undergraduate	Masters	Doctorate
1970-71	36%	24%	16%
1975-76	43%	30%	25%
1980-81	46%	40%	32%
1983-84	47%	41%	34%

At the Doctorate level the percentage of women enrolled has more than doubled since 1970. However, there still are proportionately fewer women enrolled at the Masters and Doctorate levels than at the undergraduate level.

Over the past ten years dramatic changes have also occurred in the enrolment of part-time students. The majority of part-time undergraduates are now women, although at the part-time graduate level, men still predominate.

Many part-time women students are attending university for upgrading after some years away from formal education and/or the labour market. While many may prefer to be in full-time attendance, family, work responsibilities or financial restraints can preclude such a commitment.

TABLE FOUR

Part-Time Female Enrolment as a Percentage of Total Part-Time Enrolment in Ontario Universities by Level of Study Selected Years, 1970-1983

Academic Year	Undergraduate	Graduate
1970-71	48%	22%
1975-76	57%	26%
1980-81	60%	38%
1983-84	61%	43%

A large proportion of female students are enrolled in arts programs. In the academic year 1983-84, 77.8% of all women in full-time undergraduate programs were in arts and science, education, fine and applied arts, humanities and social science, compared to 60.6% of men, (Table Five). The percentage of women in these programs has increased 7.6 percentage points from 70.2% in 1972-73, while the percentage of men enrolled in them has remained fairly constant. On the other hand, only 7.4% of female undergraduate students were enrolled in engineering and applied science, and math and physical science programs in 1983-84, compared to 28.1% of the male undergraduate population. This represents a small increase in female enrolment in the last eleven years. In 1972-73, 4.3% of full-time undergraduate women were in these fields, compared to 23.4% of men.

TABLE FIVE

Full-Time Undergraduate Female Enrolment by Field of Study, Ontario, 1983-84

Field of Study	Female Enrolment	Females as a % of all Students Enrolled	% Distrib. of Females	% Distrib. of Males
Art & Science	20,722	52.2%	26.4%	21.7%
Education	6,302	62.9%	8.0%	4.3%
Fine & Applied Arts	3,988	58.9%	5.1%	3.2%
Humanities	7,051	61.0%	9.0%	5.2%
Social Science	22,899	50.0%	29.2%	26.2%
Agriculture & Biological Science	4,714	55.8%	6.0%	4.3%
Engineering & Applied Science	2,048	11.6%	2.6%	17.9%
Health Professions & Occupations	6,021	56.0%	7.7%	5.4%
Math & Physical Science	3,732	29.5%	4.8%	10.2%
Not Applicable or Not Reported	928	40.6%	1.2%	1.6%
Total	78,405	47.4%	100.0%	100.0%

Statistics on part-time undergraduate enrolment reveal similar concentrations of women in traditional programs. In 1983-84, 43.7% of female part-time students were enrolled in arts and science, fine and applied arts, education, and humanities compared to 31.6% of male part-time students. Only 1.4% of female part-time students were in engineering and applied science, and math and physical science, compared to 8.4% of men. As noted previously, fewer women than men proceed to graduate level study. Those who do, tend to enrol in the same areas as do undergraduate women, particularly in the fields of humanities, social science and education.

TABLE SIX

Full-Time Graduate Female Enrolment by Field of Study, Ontario, 1983-84

Field of Study	Female Enrolment	Females as a % of all Students Enrolled	% Distrib. of Females
Education	758	64.2%	11.1%
Fine & Applied Arts	160	51.3%	2.3%
Humanities	1,334	49.4%	19.6%
Social Science	2,728	43.4%	40.0%
Agriculture & Biological Science	482	36.4%	7.1%
Engineering & Applied Science	215	9.9%	3.2%
Health Professions & Occupations	637	52.9%	9.3%
Math & Physical Science	412	19.9%	6.1%
Arts-Field Unknown	29	46.8%	0.4%
Not Applicable or Not Reported	64	31.2%	0.9%
Total	6,819	38.9%	100.0%

Women form a substantial percentage of students in the health profession programs at both the undergraduate (56.0% female) and the graduate level (52.9% female), (Table Seven). Within this field, however, women are concentrated in programs such as nursing, rehabilitation medicine, pharmacy and medical technology, and are under-represented in surgery and dentistry. An encouraging trend has been the significant increase in the number of female medical students. In 1975 only 26.4% of students in medicine were women and by 1983 this figure had increased to 38.5%.

TABLE SEVEN

Female Enrolment as a Percentage of Full-Time Student Enrolment in Health Professions, Ontario, 1983-84

Program	Undergraduate	Graduate
Dentistry	20.2%	17.8%
Medicine	37.7%	42.9%
Medical Specialization	33.4%	33.3%
Surgery	16.5%	*
Nursing	98.0%	95.5%
Optometry	42.9%	33.3%
Pharmacy	68.6%	36.4%
Public Health	46.2%	71.4%
Rehabilitation Medicine	90.5%	94.3%
Medical Technology	76.3%	*
Other	87.0%	27.3%
All Programs	56.0%	52.9%

* There are no graduate programs in these disciplines

Increasing numbers of women are entering other health professions where men have predominated. For example, in 1975 women represented only 10% of undergraduate dental students. As table Seven indicates, by 1983-84 the percentage of women undergraduates in dentistry had doubled to 20.2%.

Table Eight shows the increase in the proportion of female students in many non-traditional professions. For example, the percentage of female students in commerce and business administration increased from 26% in 1975 to 41.9% in 1983.

TABLE EIGHT

Women as a Percentage of Full-Time Undergraduate and Graduate Students in Selected Non-Traditional Professions Ontario 1975-76, 1980-81, 1983-84

Profession	1975-1976	1980-1981	1983-1984
Architecture	15.2%	22.9%	24.4%
Commerce & Business Administration	26.0%	36.1%	41.9%
Engineering (General)	4.2%	8.0%	11.6%
Law	24.6%	36.1%	41.7%
Dentistry	9.9%	16.6%	20.4%
Medicine	26.4%	32.8%	38.5%
Veterinary Medicine	31.5%	46.4%	54.3%

COLLEGES OF APPLIED ARTS AND TECHNOLOGY

In the 1971-72 academic year, there were 35,126 full-time students enrolled in Ontario's colleges; 11,145 or 31.7% of these were women. Twelve years later in 1983-84 there were 95,251 students enrolled full-time, and 48,964 or 51.4% of these were women.

The largest percentage of women (43.2%) was in business programs. (Until recently, the largest percentage of women was found in arts programs.) The majority of men however, are enrolled in technology, a division with low female enrolment.

TABLE NINE

Percentage Distribution of Full-Time Community College Enrolment, by Sex and by Division in Ontario 1983-84[4]

Division	Women	Men
Arts	30.1%	18.9%
Business	43.2%	29.6%
Health	21.0%	2.5%
Technology	5.7%	49.0%
Total	100.0%	100.0%

If one examines the female proportion of each division's enrolment, it is evident that there is a male division, technology, and a female division, health. Table Ten indicates that this segregation has existed for several years.

TABLE TEN

Women as a Percentage of Total Full-Time College Enrolment by Division, Ontario, 1976-77, 1981-82, 1983-84

Division	1976-77	1981-82	1983-84
Arts	63.3%	66.5%	62.8%
Business	55.1%	61.3%	60.7%
Health	91.6%	88.9%	89.8%
Technology	9.5%	11.5%	10.9%
All Divisions	52.1%	52.8%	51.4%

In 8 years, the proportions of female students in each of the four divisions have remained relatively constant despite minor fluctuations.

As noted above, 43.2% of all full-time female college students were enrolled in business programs. Yet within this division, women tend to be concentrated in certain traditionally female areas. As Table Eleven indicates, more than one-quarter of full-time female business students were in clerical programs; while 7.9% were in data processing programs and less than 5% were in management and administration programs.

TABLE ELEVEN

Full-Time Female Enrolment in College Business Programs, Ontario, 1983-84

Program Area	Female Enrolment	% Dist. of Females	Females as a % of All Students Enrolled
Clerical	5,586	26.4%	99.5%
Retailing	854	4.0%	86.7%
Travel, Tourism & Food Service	2,611	12.3%	67.5%
Accounting, Finance & Marketing	3,458	16.4%	53.3%
Data Processing	1,657	7.9%	51.3%
Business Management & Administration	4,909	23.2%	47.7%
Other *	917	4.3%	66.7%
	1,154	5.5%	38.5%
Total	21,146	100.0%	60.7%

* e.g. Court Reporter, Insurance, Real Estate

Similarly, while female enrolment in college technology programs has increased in recent years, Table Twelve indicates that certain technology programs have attracted more female students than others. Conspicuous among these are the chemistry and biochemistry programs, in which 42% of full-time students are women. By contrast, less than 10% of students are women in the following program areas: construction, motive power and aviation; other (or non-resource) industrial technologies; and electronics and computers.

TABLE TWELVE

Full-Time Female Enrolment in College Technology Programs Ontario, 1983-84

Program Area	Female Enrolment	% Dist. of Females	Females as a % of All Students Enrolled
Construction	15	0.5%	2.2%
Motive Power & Aviation	26	0.9%	2.1%
Primary Industries & Resources Management	353	12.7%	12.7%
Other Industrial Technologies*	394	14.2%	6.0%
Chemistry & Biochemistry	663	23.9%	42.0%
Electronics & Computers	649	23.4%	7.7%
Drafting & Architecture	293	10.5%	13.3%
Surveying & Cartography	97	3.5%	19.3%
Other**	290	10.4%	19.8%
Total	2,780	100.0%	10.9%

* e.g. Civil, Mechanical and Tool & Die Technologies
** e.g. Appliance Servicing, Watchmaking, Industrial Safety.

Sex segregation is characteristic of the majority of programs in the colleges. Only 72 out of 360 programs, or 20% offered in 1983-84 were neither predominantly female nor predominantly male in enrolment, while 5% of programs were all female and 10.3% were all male.

TABLE THIRTEEN

College Programs by Percentage Female Enrolment Ontario, 1983-84

Proportion Female	No. of Programs	Examples
All Female	18	Cosmetic sales, secretarial-legal, health records technology
More than 65% Female	97	Nursing, secretarial arts, travel and tourism
35% to 65% Female	72	Business, data processing, commercial art
Less than 35% Female	136	Architecture technology, electronics technician, computer science technology
All Male	37	Refrigeration and air conditioning repair, electro-mechanical technology, heavy equipment technician
Total	360	

In the college system, there are no undergraduate and graduate levels. Courses differ in length, however, and women are more likely than men to enrol in the shorter programs. In 1983-84, almost 60% of women were enrolled in one or two-year programs, compared to 50% of men.

TABLE FOURTEEN

Percentage Distribution of Full-Time College Enrolment by Sex, by Length of Program, Ontario, 1982-83

Length of Program	Women	Men
1 year	7.6%	2.5%
2 year	51.5%	48.2%
3 year	40.9%	49.3%
Total	100.0%	100.0%

APPRENTICESHIP

There are four categories of skilled trades in which an individual may train as an apprentice in Ontario: construction, motive power, industrial and service. Statistics on apprenticeship enrolment are maintained by the Ministry of Colleges and Universities on a fiscal year basis (April 1 to March 31). Table Fifteen presents the numbers of women registered in the four categories of trades training during 1983-84.

TABLE FIFTEEN

Female Enrolment in Regulated Apprenticeship Programs Ontario, April 1, 1983 – March 31, 1984[5]

	Female Enrolment	Total Enrolment	Female as % Total
Construction	14	2,051	0.7%
Motive Power	23	2,498	0.9%
Industrial	42	1,815	2.3%
Service	463	1,060	43.7%
Total	542	7,424	7.3%